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ABSTRACT

This book is designed to help department chairs with three stages of junior faculty socialization: recruitment and hiring; the critical first year; and evaluating the performance of new faculty. The book is organized in three parts with 15 chapters. Chapters in Part 1, "Managing the Recruitment and Selection of New Faculty," include: (1) "Organizing the Search for a New Faculty Member," (2) "Negotiating the Job Offer," (3) "Providing Information Before Arrival: What's Useful for Relocation," and (4) "Providing Information before Arrival: Teaching, Research, and Service." Chapters in Part 2, "Developing New Faculty in the First Year," are: (5) "Addressing Professional/Institutional Questions," (6) "Planning an Effective Departmental Orientation," (7) "Orienting New Faculty to Teaching," (8) "Addressing Service and Campus Community Concerns," and (9) "Full-Year Orientation Programs." Chapters in Part 3, "Developing Faculty beyond the First Year," are: (10) "Creating Mentoring Relationships and Fostering Collegiality," (11) "Demystifying the Promotion and Tenure Process," (12) "Developing Productive Researchers," (13) "Developing Effective Teachers," (14) "Monitoring Service Obligations," and (15) "Explaining Evaluation Procedures." (All chapters contain references.) (SM)

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